

Welcome to the Countess of Chester

Clinical Psychologist
8B

Clinical Lead for Paediatrics



Consultant Community Paediatrician



Clinical Psychologist
Band 8b



Psychology Assistant
Band 5

Your opportunity

Job summary

The team offers a dedicated service for CYP referred with Neurodevelopmental difficulties in line with NICE guidance and NHS England standards, delivering timely assessment and evidence based treatments. The Community Paediatric team are working to deliver Autism Spectrum Disorder (ASD) services in an integrated model with key partner agencies.

The role holder is responsible for providing a qualified highly specialist clinical psychology ASD assessment service to children, young people and their families referred to the Community Paediatric team and the ASD Pathway multiagency service at the Trust. They'll also work with the senior team in supporting and developing the ASD pathway service for Western Cheshire patients.

They'll contribute to training and service improvements while continually ensuring appropriate knowledge and skills are in place to deliver a safe and effective service this area and use research skills for audit, policy and service development and research within the area served by the team/service.

The list below is to outline the main duties involved; however, this is subject to change and will vary within the given role. We ask all employees to be flexible in their role, to always ensure we are delivering Safe, Kind and Effective care.

Key Responsibilities

1. To provide specialist psychological assessments of children referred to the ASD Pathway team based upon the appropriate use, interpretation, and integration of complex data from a variety of sources including psychological and neuropsychological tests, self-report measures, rating scales, direct and indirect structured observations, developmental history and semi-structured interviews with clients, family members and others involved in the child's care. These assessments are conducted jointly with other members of the community paediatric team at the same time. The role holder is expected to use their expertise to train and support junior members of the team during these clinical assessments.
 2. To communicate in a skilled and sensitive manner, information concerning the outcome of the autism assessment, the diagnostic formulation and management of children, to families and other professionals. They contribute directly to client's care plans and monitor progress during the course of both uni and multi-disciplinary care.
 3. To attend, contribute and chair monthly ASD multidisciplinary team meetings and weekly triage meetings.
 4. Using extensive professional knowledge/ expertise, lead the development of appropriate diagnostic assessment protocols for the ASD service.
 5. To exercise autonomous professional responsibility for the assessment and discharge of clients.
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6. Using specialist knowledge and expertise, make appropriate and evidence-based recommendations for children. To provide comprehensive feedback to children, families, and professionals.
7. To prepare comprehensive psychological assessment reports detailing formulation, recommendations and diagnostic evidence with a profile of the child's strengths and needs.
8. To refer to other specialist services, CAMHS, health education and social care services as appropriate.
9. To support other members of the team in developing parent training programs and group training for young people with ADHD.
10. To recommend where appropriate, intervention plans in respect of children and young people.
11. To exercise responsibility for managing the psychological resources available to a team.
12. To initiate and implement project management, including complex audit and service evaluation to develop and improve services to children and their families.
13. To develop and maintain effective working relationships within the multi-disciplinary team

Education, Development and Improvement Responsibilities

1. To deliver and support post-graduate qualification training (CPD) and clinical professional supervision to qualified clinical psychologists and assistant psychologists attached to the team as appropriate.
2. To train junior paediatricians and nurse specialists in autism assessments and report writing. To update the whole team and update templates on new ICD 11 assessment criteria.
3. To gain more specialised and extended expertise in particular psychological approaches, new autism assessment criteria/interventions and/or with particular client groups through further specialist supervision and experience supported by a programme of professional development as identified in an agreed personal development plan.
4. To advise, consultation and on the job training and development to specialist clinical staff, working with the client group across a range of agencies and settings, where appropriate. To contribute to the junior doctors training program.
5. To provide professional and clinical supervision of 1-2 assistant clinical psychologists

Leadership responsibilities

4. To be responsible as a senior clinician for taking up a leadership role for the development and delivery of a high quality, responsive and accessible service with a particular focus on the development of Autism evidence-based diagnostic pathways.

2. To exercise responsibility for clinical governance of the service including incident, risk management and service improvement processes.
3. To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.
4. To undertake appropriate audit and provide expert advice to other staff undertaking audit.
5. Provide clinical leadership for services to children and young people disseminating policy and best practice guidance, attending and feeding back from local and national events and meetings, drafting professional and strategic policies.
6. To undertake project management, including taking a lead on complex audit and service evaluation, with colleagues within the service to help develop service provision
7. To routinely develop, evaluate and monitor the team's operational policies and services, identifying and delivering improvements, through the deployment of professional skills in service evaluation and audit.
8. Leading the development, motivation and inspiration of staff ensuring adherence to the Trust's values and behaviours.
9. To identify areas for improvement and manage schemes to improve patient experience and quality of care
10. To develop and manage processes to ensure adherence to national guidance and the delivery of evidence based, high quality care
11. To develop, as part of the community paediatric senior team, a robust strategy for ASD service and ensure the delivery of that strategy.
12. Lead on the development of documentation including Policies and supporting templates to improve service delivery and improve patient experience
13. To represent the team in, Cheshire autism clinical network meeting which has representation from all of Cheshire and led by the commissioning teams to improve outcomes of children and to offer clinical recommendations to ensure that services deliver the Cheshire Integrated Autism Service Specification.
14. To check in regularly with staff and recognise stress symptoms, know how to access support and promote the health and wellbeing of their staff.
15. To take responsibility for their own health and wellbeing, to inform their manager and seek timely support via the Trust's Occupational Health and Wellbeing department, where appropriate.
16. To comply with the Trust's infection prevention and control policies and procedures at all times. Strict adherence to effective hand hygiene is essential.
17. To identify and respond appropriately to any safeguarding children or adult concerns that arise, reporting any concerns as appropriate to your immediate and the relevant safeguarding lead within the Trust.

Person specification

	Essential	Desirable
Qualification	<p>Doctoral Clinical Psychology qualification ClinPsychD</p> <p>Eligible for Chartered Psychologist status.</p> <p>Registration with the HPC as a Clinical Psychologist (or other relevant domain as agreed by the Director of Psychological Services)</p> <p>Training in Autism Diagnostic Assessments</p> <p>Post qualification and further specialist training in specified specialist intervention, including specifically models of psychopathology, clinical psychometrics and neuro-psychology, two or more distinct psychological therapies and lifespan developmental psychology, as accredited by the BPS.</p> <p>Further specialist supervision in specific psychological approaches and or client groups supported by case presentations, group supervision and short courses. as part of an agreed personal development plan</p>	<p>Pre-qualification training and qualifications in research methodology, staff training and/or other fields of applied psychology.</p> <p>Training in Autism Diagnostic tools e.g. ADOS, ADI, 3Di training</p>
Knowledge and experience	<p>Experience of conducting autism assessments and working within this area of speciality</p> <p>Ability to network and seek out best practice pathways</p> <p>Ability to lead, motivate and develop staff</p> <p>Excellent written and verbal</p> <p>Effective communication skills including the ability to deliver clear and professional presentations to all levels of staff</p> <p>Influencing skills</p> <p>Experience of change management</p>	<p>Experience of teaching, training and/or supervision.</p> <p>Experience of the application of clinical psychology in different cultural contexts.</p> <p>Personal experience of mental health problems.</p> <p>Experience of working within a multicultural framework.</p>

	<p>Understanding of the political and strategic health agendas including the impact of such at operational level The ability to deal with and respond effectively to change within a fast moving environment, adopting a flexible approach</p>	
<p>Skills and abilities</p>	<p>Skills in the use of complex methods of psychological assessment intervention and management frequently requiring sustained and intense concentration.</p> <p>Well-developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS.</p> <p>Skills in providing consultation to other professional & non-professional groups.</p> <p>Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology.</p> <p>Evidence of continuing professional development as recommended by the BPS.</p> <p>Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings.</p> <p>Commitment and competencies in multi-disciplinary and multi-agency working</p> <p>Ability to identify and employ mechanisms of clinical governance as appropriate, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.</p>	<p>Knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups (e.g. dual diagnoses, people with additional disabilities etc).</p> <p>High level knowledge of the theory and practice of at least two specialised psychological therapies.</p> <p>Knowledge of legislation in relation to the client group and mental health.</p> <p>0 Formal training in supervision of other psychologists.</p>

Occupational health

	What you need	Conducted by	Essential
Health screening	Paper documentation and health assessment	Occupational health nurse	Yes
Immunity required	<ul style="list-style-type: none"> • Measles • Rubella (German Measles) • Varicella (Chicken Pox) • Tuberculosis • Hepatitis B 	Occupational health nurse	Yes, vaccination recommended
EPP: Exposure prone procedure requirements	Screened for: <ul style="list-style-type: none"> • Hepatitis B • Hepatitis C • HIV 	Occupational Health Nurse	Yes, if role requires EPP
<p>Please note that the above may vary dependent on job role and risk assessments. Should you need further clarification please contact the Occupational Health Department on 01244 365045.</p>			

	What you need	Conducted by	Essential
Health screening	Paper documentation and health assessment	Occupational health nurse	Yes
Immunity required	<ul style="list-style-type: none"> • Measles • Rubella (German Measles) • Varicella (Chicken Pox) 	Occupational health nurse	Yes, vaccination recommended
<p>Please note that the above may vary dependent on job role and risk assessments. Additional Vaccinations e.g. Hepatitis B may be required. Should you need further clarification please contact the Occupational Health Department on 01244 365045</p>			

	What you need	Conducted by	Essential
Health screening	Paper documentation and health assessment	Occupational health nurse	Yes
Maintenance staff immunity required	Hepatitis A	Occupational health nurse	Yes, vaccination recommended
<p>Please note that the above may vary dependent on job role and risk assessments. Should you need further clarification please contact the Occupational Health Department on 01244 365045</p>			

Our culture

Our vision

We will improve the lives of our community and provide excellence in health and care, through partnership and innovation.

Our values

Our Trust values and behaviours guide the way we do things. Our values are:

- **Safe:** Avoiding harm and reducing risk to all
- **Kind:** Considerate and non-judgemental
- **Effective:** Consistently maximising resources to deliver excellent and reliable care.

Our behaviours

We expect our staff to demonstrate the following behaviours:

